

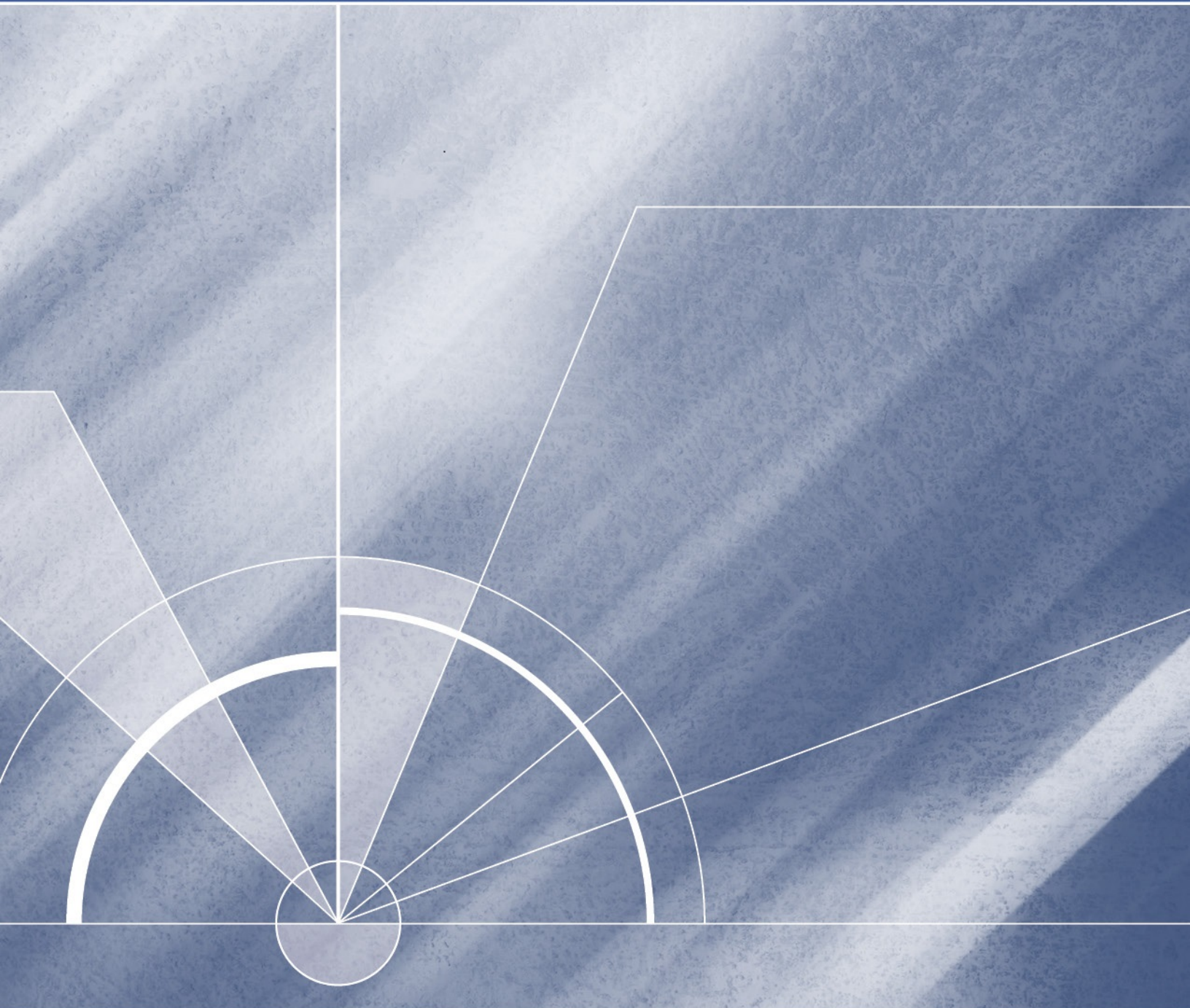
2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.

Race
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Race Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
American Indian or Alaska Native	54
Asian	486
Black or African American	1,286
Native Hawaiian or Other Pacific Islander	26
White	6,396
Two or more races	343

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

Environmental Protection Agency

Race Comparison Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
American Indian or Alaska Native	54	54.9%	11.5%	33.6%
Asian	486	70.2%	14.0%	15.9%
Black or African American	1,282	71.2%	14.0%	14.7%
Native Hawaiian or Other Pacific Islander	26	72.8%	15.4%	11.7%
White	6,385	71.4%	14.3%	14.3%
Two or more races	342	62.9%	16.9%	20.2%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
American Indian or Alaska Native	54	63.0%	17.8%	19.1%
Asian	483	70.1%	14.5%	15.4%
Black or African American	1,278	76.9%	13.1%	9.9%
Native Hawaiian or Other Pacific Islander	26	81.4%	11.4%	7.2%
White	6,370	73.1%	13.5%	13.4%
Two or more races	341	71.0%	10.8%	18.2%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
American Indian or Alaska Native	54	49.6%	11.0%	39.5%
Asian	481	68.1%	16.4%	15.5%
Black or African American	1,271	70.1%	14.3%	15.6%
Native Hawaiian or Other Pacific Islander	24	71.7%	11.6%	16.6%
White	6,346	68.1%	16.0%	15.9%
Two or more races	342	64.9%	13.5%	21.6%

Environmental Protection Agency

Race Comparison Report

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
American Indian or Alaska Native	54	66.2%	21.6%	12.3%
Asian	484	80.6%	10.7%	8.7%
Black or African American	1,275	77.7%	12.6%	9.7%
Native Hawaiian or Other Pacific Islander	26	76.9%	16.0%	7.2%
White	6,373	77.2%	12.1%	10.7%
Two or more races	343	73.0%	12.2%	14.7%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
American Indian or Alaska Native	53	78.5%	9.7%	11.8%
Asian	481	86.8%	9.4%	3.8%
Black or African American	1,271	83.6%	9.7%	6.7%
Native Hawaiian or Other Pacific Islander	26	92.2%	4.3%	3.5%
White	6,333	85.1%	9.7%	5.2%
Two or more races	340	82.1%	10.6%	7.3%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
American Indian or Alaska Native	54	77.0%	6.2%	16.9%
Asian	482	84.5%	9.2%	6.3%
Black or African American	1,269	84.7%	9.1%	6.3%
Native Hawaiian or Other Pacific Islander	26	79.1%	11.7%	9.2%
White	6,336	79.8%	11.3%	8.9%
Two or more races	342	80.4%	9.8%	9.8%

Environmental Protection Agency

Race Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
American Indian or Alaska Native	53	96.1%	0.0%	3.9%
Asian	481	97.9%	1.5%	0.6%
Black or African American	1,277	97.0%	1.7%	1.3%
Native Hawaiian or Other Pacific Islander	26	96.5%	0.0%	3.5%
White	6,376	96.3%	2.3%	1.4%
Two or more races	342	96.0%	2.4%	1.6%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
American Indian or Alaska Native	54	90.7%	2.8%	6.5%
Asian	482	93.0%	6.1%	0.9%
Black or African American	1,267	90.9%	8.1%	1.0%
Native Hawaiian or Other Pacific Islander	26	77.5%	14.7%	7.7%
White	6,361	90.9%	7.5%	1.7%
Two or more races	340	89.3%	8.0%	2.8%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
American Indian or Alaska Native	54	28.6%	14.6%	56.8%	0
Asian	485	40.6%	22.1%	37.3%	0
Black or African American	1,280	55.7%	15.4%	29.0%	1
Native Hawaiian or Other Pacific Islander	26	53.0%	36.1%	10.8%	0
White	6,367	37.1%	16.7%	46.3%	10
Two or more races	341	36.9%	15.3%	47.8%	0

Environmental Protection Agency

Race Comparison Report

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
American Indian or Alaska Native	54	37.0%	23.9%	39.1%	0
Asian	485	55.4%	22.1%	22.5%	0
Black or African American	1,275	65.5%	16.0%	18.6%	2
Native Hawaiian or Other Pacific Islander	26	59.5%	17.1%	23.4%	0
White	6,356	57.4%	16.6%	26.0%	5
Two or more races	341	51.2%	16.9%	31.9%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
American Indian or Alaska Native	52	44.5%	14.9%	40.6%	1
Asian	477	62.4%	21.5%	16.2%	1
Black or African American	1,260	62.7%	16.7%	20.7%	5
Native Hawaiian or Other Pacific Islander	25	64.1%	11.2%	24.7%	0
White	6,279	62.4%	15.9%	21.7%	19
Two or more races	327	54.3%	17.2%	28.5%	2

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
American Indian or Alaska Native	54	73.7%	9.6%	16.7%	0
Asian	483	89.4%	6.0%	4.6%	1
Black or African American	1,271	87.7%	7.6%	4.7%	2
Native Hawaiian or Other Pacific Islander	25	84.7%	11.4%	3.9%	1
White	6,326	81.2%	10.0%	8.8%	36
Two or more races	342	81.5%	11.0%	7.5%	0

Environmental Protection Agency Race Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
American Indian or Alaska Native	54	89.5%	5.2%	5.4%	0
Asian	481	93.9%	4.2%	1.9%	1
Black or African American	1,267	93.5%	4.8%	1.7%	2
Native Hawaiian or Other Pacific Islander	26	84.3%	4.3%	11.4%	0
White	6,300	90.3%	6.7%	3.0%	20
Two or more races	335	89.7%	7.5%	2.8%	1

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
American Indian or Alaska Native	53	74.2%	8.5%	17.3%	1
Asian	483	73.1%	14.5%	12.3%	0
Black or African American	1,264	79.3%	10.1%	10.6%	7
Native Hawaiian or Other Pacific Islander	26	84.7%	0.0%	15.3%	0
White	6,351	72.7%	12.6%	14.7%	11
Two or more races	340	62.8%	16.1%	21.1%	1

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
American Indian or Alaska Native	54	61.1%	18.1%	20.8%	0
Asian	478	75.0%	15.0%	10.0%	4
Black or African American	1,266	73.1%	13.6%	13.3%	13
Native Hawaiian or Other Pacific Islander	26	77.3%	10.9%	11.8%	0
White	6,329	77.8%	11.8%	10.4%	48
Two or more races	335	70.7%	12.9%	16.4%	8

Environmental Protection Agency Race Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
American Indian or Alaska Native	53	73.8%	19.1%	7.1%	0
Asian	482	88.8%	8.3%	2.9%	1
Black or African American	1,271	89.3%	7.8%	2.9%	3
Native Hawaiian or Other Pacific Islander	25	88.9%	7.5%	3.6%	1
White	6,342	86.0%	9.9%	4.1%	11
Two or more races	339	86.8%	8.9%	4.2%	4

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
American Indian or Alaska Native	48	46.2%	19.4%	34.5%	6
Asian	452	64.3%	23.7%	12.0%	29
Black or African American	1,204	60.2%	23.6%	16.2%	63
Native Hawaiian or Other Pacific Islander	26	62.7%	13.6%	23.7%	0
White	5,861	67.3%	16.7%	15.9%	493
Two or more races	309	53.1%	20.2%	26.7%	28

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
American Indian or Alaska Native	53	42.5%	13.5%	44.1%	0
Asian	479	52.9%	26.4%	20.7%	2
Black or African American	1,268	59.0%	20.6%	20.4%	11
Native Hawaiian or Other Pacific Islander	26	56.5%	14.6%	29.0%	0
White	6,310	50.7%	24.9%	24.5%	58
Two or more races	336	49.7%	22.5%	27.9%	6

Environmental Protection Agency

Race Comparison Report

My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
American Indian or Alaska Native	54	66.3%	16.0%	17.7%	0
Asian	476	68.2%	18.6%	13.2%	10
Black or African American	1,252	67.5%	14.1%	18.5%	31
Native Hawaiian or Other Pacific Islander	26	59.5%	16.1%	24.4%	0
White	6,289	66.2%	14.8%	19.0%	102
Two or more races	340	63.4%	14.8%	21.8%	3

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
American Indian or Alaska Native	54	73.5%	17.8%	8.7%
Asian	484	84.4%	9.6%	6.0%
Black or African American	1,283	83.5%	10.4%	6.1%
Native Hawaiian or Other Pacific Islander	26	82.2%	17.8%	0.0%
White	6,391	84.7%	8.3%	7.0%
Two or more races	343	78.3%	13.5%	8.2%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
American Indian or Alaska Native	53	30.3%	19.1%	50.6%	1
Asian	469	49.3%	26.8%	24.0%	16
Black or African American	1,213	49.6%	25.4%	25.0%	66
Native Hawaiian or Other Pacific Islander	23	44.7%	23.3%	32.0%	3
White	6,196	41.5%	19.9%	38.6%	187
Two or more races	326	40.3%	26.9%	32.8%	16

Environmental Protection Agency Race Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
American Indian or Alaska Native	50	28.6%	26.5%	45.0%	4
Asian	440	41.5%	32.8%	25.7%	44
Black or African American	1,169	38.2%	30.6%	31.2%	108
Native Hawaiian or Other Pacific Islander	25	33.4%	32.7%	33.9%	1
White	5,819	44.9%	26.6%	28.5%	544
Two or more races	307	34.6%	25.5%	39.8%	35

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
American Indian or Alaska Native	45	30.5%	39.8%	29.7%	8
Asian	409	29.3%	38.5%	32.2%	74
Black or African American	1,093	33.8%	33.9%	32.3%	186
Native Hawaiian or Other Pacific Islander	24	27.1%	44.9%	28.1%	2
White	5,472	32.2%	29.9%	37.9%	902
Two or more races	286	28.0%	29.5%	42.5%	56

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
American Indian or Alaska Native	51	28.8%	26.8%	44.4%	3
Asian	440	41.0%	34.0%	25.0%	45
Black or African American	1,161	40.3%	29.9%	29.8%	117
Native Hawaiian or Other Pacific Islander	22	46.9%	17.9%	35.2%	4
White	5,794	40.8%	28.1%	31.1%	578
Two or more races	297	32.6%	27.1%	40.3%	45

Environmental Protection Agency Race Comparison Report

My Work Unit (continued)

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
American Indian or Alaska Native	48	30.3%	29.7%	40.0%	5
Asian	426	55.0%	25.1%	19.9%	54
Black or African American	1,174	47.4%	25.1%	27.5%	101
Native Hawaiian or Other Pacific Islander	23	44.9%	21.2%	33.9%	3
White	5,640	52.2%	23.8%	23.9%	713
Two or more races	295	40.4%	21.6%	38.1%	48

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
American Indian or Alaska Native	54	65.5%	20.3%	14.2%	0
Asian	483	79.0%	13.3%	7.7%	1
Black or African American	1,264	72.9%	14.5%	12.7%	11
Native Hawaiian or Other Pacific Islander	26	78.1%	4.4%	17.5%	0
White	6,328	83.0%	9.0%	8.0%	24
Two or more races	340	75.9%	13.0%	11.1%	2

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
American Indian or Alaska Native	53	51.5%	28.4%	20.2%	1
Asian	461	55.8%	32.8%	11.4%	23
Black or African American	1,209	57.5%	30.3%	12.3%	70
Native Hawaiian or Other Pacific Islander	24	58.4%	26.2%	15.4%	2
White	6,069	58.4%	27.7%	14.0%	303
Two or more races	317	57.7%	27.7%	14.6%	26

Environmental Protection Agency Race Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
American Indian or Alaska Native	54	83.9%	14.0%	2.1%
Asian	485	88.9%	9.4%	1.7%
Black or African American	1,284	91.5%	7.0%	1.5%
Native Hawaiian or Other Pacific Islander	26	73.5%	26.5%	0.0%
White	6,389	91.6%	7.1%	1.2%
Two or more races	343	87.2%	11.1%	1.7%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
American Indian or Alaska Native	53	61.3%	19.4%	19.2%	0
Asian	476	70.9%	19.3%	9.7%	8
Black or African American	1,250	79.0%	14.6%	6.4%	21
Native Hawaiian or Other Pacific Islander	26	71.7%	19.2%	9.1%	0
White	6,258	76.4%	13.3%	10.3%	109
Two or more races	332	72.9%	15.6%	11.5%	8

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
American Indian or Alaska Native	54	32.5%	30.3%	37.2%	0
Asian	475	54.8%	25.2%	20.0%	10
Black or African American	1,223	54.7%	24.6%	20.7%	51
Native Hawaiian or Other Pacific Islander	25	57.4%	17.1%	25.5%	1
White	6,190	47.8%	22.6%	29.6%	179
Two or more races	327	45.7%	21.8%	32.5%	13

Environmental Protection Agency Race Comparison Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
American Indian or Alaska Native	52	32.4%	28.1%	39.6%	2
Asian	475	60.1%	23.0%	16.9%	9
Black or African American	1,247	64.0%	19.0%	17.0%	34
Native Hawaiian or Other Pacific Islander	23	49.3%	24.9%	25.9%	3
White	6,240	61.8%	19.9%	18.3%	131
Two or more races	330	51.1%	25.6%	23.3%	12

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
American Indian or Alaska Native	52	27.3%	28.5%	44.2%	0
Asian	465	49.8%	30.4%	19.9%	17
Black or African American	1,220	53.6%	26.2%	20.2%	52
Native Hawaiian or Other Pacific Islander	22	46.9%	22.5%	30.6%	4
White	6,142	50.1%	26.3%	23.6%	204
Two or more races	322	45.1%	23.9%	31.1%	19

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
American Indian or Alaska Native	49	25.8%	20.5%	53.7%	5
Asian	433	26.6%	36.2%	37.3%	50
Black or African American	1,154	30.3%	35.1%	34.6%	120
Native Hawaiian or Other Pacific Islander	23	19.8%	29.2%	51.1%	3
White	5,725	21.8%	30.8%	47.4%	635
Two or more races	294	17.3%	34.1%	48.7%	46

Environmental Protection Agency Race Comparison Report

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
American Indian or Alaska Native	53	38.9%	23.8%	37.3%	1
Asian	466	57.4%	25.0%	17.6%	20
Black or African American	1,226	49.5%	23.7%	26.8%	50
Native Hawaiian or Other Pacific Islander	23	57.6%	38.3%	4.1%	2
White	5,948	69.8%	21.2%	9.0%	414
Two or more races	315	54.8%	21.8%	23.4%	27

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
American Indian or Alaska Native	53	82.8%	7.2%	10.0%	1
Asian	477	79.0%	15.0%	6.1%	8
Black or African American	1,250	84.1%	11.8%	4.1%	26
Native Hawaiian or Other Pacific Islander	26	88.8%	4.2%	7.0%	0
White	6,276	86.6%	9.1%	4.4%	98
Two or more races	338	79.9%	11.8%	8.3%	3

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
American Indian or Alaska Native	53	78.5%	14.4%	7.2%	1
Asian	477	80.3%	15.1%	4.6%	4
Black or African American	1,264	87.2%	9.1%	3.8%	9
Native Hawaiian or Other Pacific Islander	25	88.5%	3.8%	7.7%	1
White	6,297	85.6%	10.6%	3.8%	54
Two or more races	339	83.6%	11.3%	5.1%	3

Environmental Protection Agency Race Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
American Indian or Alaska Native	50	34.5%	22.9%	42.6%	4
Asian	440	52.4%	30.0%	17.6%	44
Black or African American	1,191	48.9%	28.0%	23.1%	88
Native Hawaiian or Other Pacific Islander	25	67.8%	4.1%	28.1%	1
White	5,910	61.8%	18.7%	19.5%	449
Two or more races	309	46.3%	23.3%	30.4%	33

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
American Indian or Alaska Native	45	48.7%	24.2%	27.1%	5
Asian	437	67.0%	23.8%	9.2%	48
Black or African American	1,148	59.7%	24.4%	15.9%	121
Native Hawaiian or Other Pacific Islander	25	65.7%	9.8%	24.5%	1
White	5,677	77.8%	13.6%	8.6%	676
Two or more races	297	60.9%	21.5%	17.6%	43

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
American Indian or Alaska Native	54	75.3%	9.2%	15.5%	0
Asian	479	75.7%	15.7%	8.6%	5
Black or African American	1,253	80.0%	13.6%	6.4%	20
Native Hawaiian or Other Pacific Islander	26	78.8%	9.8%	11.4%	0
White	6,288	71.5%	15.6%	13.0%	86
Two or more races	338	71.1%	17.8%	11.1%	4

Environmental Protection Agency

Race Comparison Report

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
American Indian or Alaska Native	54	57.8%	14.0%	28.2%
Asian	481	72.5%	18.5%	9.0%
Black or African American	1,275	72.0%	17.3%	10.7%
Native Hawaiian or Other Pacific Islander	26	75.7%	12.9%	11.4%
White	6,378	67.0%	17.6%	15.4%
Two or more races	343	63.4%	22.2%	14.4%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
American Indian or Alaska Native	50	41.6%	24.7%	33.7%	4
Asian	448	52.5%	27.5%	19.9%	38
Black or African American	1,171	51.2%	26.7%	22.1%	114
Native Hawaiian or Other Pacific Islander	25	57.0%	19.2%	23.8%	1
White	5,803	39.7%	27.6%	32.7%	586
Two or more races	299	34.5%	29.9%	35.6%	41

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
American Indian or Alaska Native	54	78.2%	7.1%	14.7%	0
Asian	483	87.2%	7.9%	4.9%	3
Black or African American	1,277	84.6%	8.7%	6.7%	6
Native Hawaiian or Other Pacific Islander	26	83.6%	12.3%	4.0%	0
White	6,366	91.2%	5.2%	3.6%	23
Two or more races	339	83.8%	8.6%	7.6%	4

Environmental Protection Agency Race Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
American Indian or Alaska Native	54	54.1%	18.8%	27.1%	0
Asian	479	78.2%	11.9%	9.9%	6
Black or African American	1,278	74.3%	13.9%	11.8%	3
Native Hawaiian or Other Pacific Islander	26	76.1%	15.7%	8.3%	0
White	6,354	78.3%	11.9%	9.8%	17
Two or more races	341	72.9%	14.0%	13.0%	2

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
American Indian or Alaska Native	53	60.8%	16.3%	22.9%	1
Asian	480	75.1%	14.5%	10.4%	2
Black or African American	1,269	71.2%	14.5%	14.3%	6
Native Hawaiian or Other Pacific Islander	25	72.6%	11.1%	16.3%	0
White	6,317	74.0%	14.0%	12.0%	37
Two or more races	339	69.2%	16.8%	14.0%	2

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
American Indian or Alaska Native	48	57.3%	22.2%	20.5%	6
Asian	446	73.9%	17.5%	8.6%	38
Black or African American	1,199	70.0%	20.4%	9.6%	79
Native Hawaiian or Other Pacific Islander	25	66.4%	29.1%	4.4%	1
White	5,771	79.4%	16.4%	4.2%	590
Two or more races	305	72.8%	18.1%	9.1%	36

Environmental Protection Agency Race Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
American Indian or Alaska Native	54	58.2%	17.6%	24.3%	0
Asian	483	71.0%	17.4%	11.6%	2
Black or African American	1,269	70.9%	14.5%	14.5%	3
Native Hawaiian or Other Pacific Islander	26	73.9%	10.7%	15.5%	0
White	6,349	69.7%	17.5%	12.8%	20
Two or more races	338	70.5%	17.2%	12.3%	3

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
American Indian or Alaska Native	53	57.7%	19.7%	22.6%	0
Asian	473	74.2%	16.9%	8.9%	7
Black or African American	1,270	72.1%	15.5%	12.4%	12
Native Hawaiian or Other Pacific Islander	25	74.8%	16.6%	8.5%	1
White	6,299	78.2%	12.6%	9.2%	80
Two or more races	333	69.4%	17.0%	13.6%	10

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
American Indian or Alaska Native	54	76.6%	7.3%	16.2%
Asian	486	85.8%	6.9%	7.3%
Black or African American	1,284	81.4%	10.1%	8.4%
Native Hawaiian or Other Pacific Islander	26	87.8%	0.0%	12.2%
White	6,388	86.4%	7.2%	6.3%
Two or more races	343	82.7%	7.7%	9.6%

Environmental Protection Agency

Race Comparison Report

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
American Indian or Alaska Native	54	80.9%	9.0%	10.1%
Asian	484	88.6%	6.9%	4.5%
Black or African American	1,281	84.2%	9.2%	6.6%
Native Hawaiian or Other Pacific Islander	26	87.8%	4.0%	8.2%
White	6,371	89.3%	5.7%	5.0%
Two or more races	342	84.7%	8.2%	7.0%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
American Indian or Alaska Native	54	83.8%	12.5%	3.7%
Asian	486	91.2%	4.4%	4.4%
Black or African American	1,281	90.1%	5.1%	4.8%
Native Hawaiian or Other Pacific Islander	26	100.0%	0.0%	0.0%
White	6,376	92.8%	4.2%	3.1%
Two or more races	340	89.6%	6.0%	4.4%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
American Indian or Alaska Native	54	57.3%	24.7%	18.0%
Asian	484	80.2%	11.1%	8.6%
Black or African American	1,281	68.7%	17.0%	14.3%
Native Hawaiian or Other Pacific Islander	26	79.2%	12.7%	8.2%
White	6,379	79.5%	11.0%	9.5%
Two or more races	342	69.7%	16.9%	13.4%

Environmental Protection Agency

Race Comparison Report

My Supervisor (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
American Indian or Alaska Native	54	68.1%	21.9%	10.1%
Asian	485	80.2%	13.7%	6.1%
Black or African American	1,284	77.0%	14.9%	8.1%
Native Hawaiian or Other Pacific Islander	26	80.2%	15.6%	4.2%
White	6,388	81.7%	11.5%	6.8%
Two or more races	341	76.7%	14.5%	8.7%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
American Indian or Alaska Native	54	30.3%	21.9%	47.8%	0
Asian	477	43.5%	29.2%	27.3%	9
Black or African American	1,258	47.6%	27.8%	24.6%	23
Native Hawaiian or Other Pacific Islander	25	42.1%	29.7%	28.2%	1
White	6,253	37.3%	21.5%	41.2%	129
Two or more races	338	34.8%	22.4%	42.8%	5

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
American Indian or Alaska Native	53	38.0%	18.4%	43.5%	0
Asian	465	52.0%	27.0%	21.0%	19
Black or African American	1,217	51.6%	28.8%	19.6%	62
Native Hawaiian or Other Pacific Islander	24	53.0%	22.9%	24.0%	2
White	5,909	49.7%	20.2%	30.1%	459
Two or more races	320	39.9%	24.8%	35.3%	23

Environmental Protection Agency

Race Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
American Indian or Alaska Native	54	46.9%	28.9%	24.2%	0
Asian	462	70.2%	19.5%	10.4%	21
Black or African American	1,216	62.7%	21.8%	15.5%	59
Native Hawaiian or Other Pacific Islander	24	73.9%	16.8%	9.2%	2
White	5,956	77.5%	14.7%	7.8%	395
Two or more races	323	63.5%	22.0%	14.5%	18

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
American Indian or Alaska Native	54	52.1%	23.8%	24.1%	0
Asian	477	65.0%	22.6%	12.4%	4
Black or African American	1,252	71.1%	17.6%	11.2%	20
Native Hawaiian or Other Pacific Islander	25	73.6%	18.2%	8.2%	1
White	6,280	65.1%	18.9%	16.0%	73
Two or more races	332	60.6%	22.4%	17.0%	8

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
American Indian or Alaska Native	51	50.4%	32.2%	17.3%	3
Asian	466	64.7%	24.9%	10.4%	19
Black or African American	1,197	70.1%	21.7%	8.2%	71
Native Hawaiian or Other Pacific Islander	25	75.9%	15.9%	8.2%	1
White	5,882	67.8%	19.9%	12.2%	463
Two or more races	312	60.7%	25.6%	13.7%	28

Environmental Protection Agency

Race Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
American Indian or Alaska Native	54	48.1%	23.3%	28.6%	0
Asian	477	59.3%	25.6%	15.0%	7
Black or African American	1,236	66.6%	18.9%	14.6%	42
Native Hawaiian or Other Pacific Islander	25	68.4%	16.1%	15.6%	1
White	6,165	60.5%	19.3%	20.1%	193
Two or more races	326	53.8%	25.9%	20.3%	14

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
American Indian or Alaska Native	53	54.9%	21.8%	23.2%	1
Asian	472	61.9%	24.0%	14.0%	8
Black or African American	1,231	69.8%	18.8%	11.4%	44
Native Hawaiian or Other Pacific Islander	25	68.4%	19.8%	11.9%	1
White	6,191	65.6%	18.3%	16.1%	175
Two or more races	329	61.6%	21.4%	17.1%	13

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
American Indian or Alaska Native	52	55.1%	22.6%	22.3%	2
Asian	471	66.8%	23.9%	9.3%	14
Black or African American	1,220	68.3%	21.6%	10.0%	56
Native Hawaiian or Other Pacific Islander	24	75.8%	15.7%	8.6%	2
White	6,151	69.7%	18.8%	11.5%	231
Two or more races	330	60.0%	24.1%	15.9%	13

Environmental Protection Agency

Race Comparison Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
American Indian or Alaska Native	53	39.5%	32.3%	28.2%	0
Asian	477	53.9%	24.0%	22.1%	8
Black or African American	1,266	61.0%	22.6%	16.4%	14
Native Hawaiian or Other Pacific Islander	25	55.0%	25.8%	19.2%	1
White	6,255	45.9%	20.5%	33.6%	120
Two or more races	334	43.8%	24.7%	31.5%	8

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
American Indian or Alaska Native	52	45.0%	36.9%	18.1%	2
Asian	448	59.9%	28.3%	11.8%	38
Black or African American	1,206	68.5%	19.7%	11.9%	76
Native Hawaiian or Other Pacific Islander	25	66.4%	11.9%	21.7%	1
White	5,355	63.7%	24.1%	12.2%	1,023
Two or more races	295	56.2%	25.8%	18.1%	47

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
American Indian or Alaska Native	54	49.1%	31.0%	19.9%
Asian	485	59.6%	24.0%	16.4%
Black or African American	1,284	59.8%	21.4%	18.8%
Native Hawaiian or Other Pacific Islander	26	63.7%	23.2%	13.1%
White	6,375	57.9%	20.2%	21.9%
Two or more races	343	50.8%	23.1%	26.1%

Environmental Protection Agency

Race Comparison Report

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
American Indian or Alaska Native	54	39.9%	22.0%	38.0%
Asian	484	55.5%	25.7%	18.8%
Black or African American	1,279	61.2%	19.8%	19.1%
Native Hawaiian or Other Pacific Islander	26	57.1%	27.6%	15.3%
White	6,376	54.4%	20.4%	25.1%
Two or more races	342	47.2%	24.9%	27.9%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
American Indian or Alaska Native	54	34.2%	21.3%	44.5%
Asian	486	60.5%	21.9%	17.6%
Black or African American	1,277	57.1%	21.1%	21.8%
Native Hawaiian or Other Pacific Islander	26	55.2%	27.7%	17.1%
White	6,355	61.4%	20.1%	18.5%
Two or more races	339	47.9%	24.9%	27.3%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
American Indian or Alaska Native	54	23.9%	43.1%	33.0%
Asian	485	43.8%	31.9%	24.3%
Black or African American	1,277	50.0%	30.3%	19.7%
Native Hawaiian or Other Pacific Islander	26	40.3%	39.3%	20.4%
White	6,354	38.3%	25.7%	36.0%
Two or more races	341	29.8%	33.7%	36.5%

Environmental Protection Agency

Race Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
American Indian or Alaska Native	54	25.1%	29.0%	45.9%
Asian	480	38.9%	34.0%	27.1%
Black or African American	1,278	38.9%	29.5%	31.7%
Native Hawaiian or Other Pacific Islander	26	33.8%	34.7%	31.5%
White	6,358	33.4%	31.7%	34.8%
Two or more races	341	24.3%	33.9%	41.9%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
American Indian or Alaska Native	53	36.6%	36.6%	26.8%
Asian	482	53.4%	27.7%	18.9%
Black or African American	1,276	61.8%	20.5%	17.8%
Native Hawaiian or Other Pacific Islander	26	53.1%	24.6%	22.3%
White	6,353	54.5%	26.4%	19.1%
Two or more races	343	45.1%	29.2%	25.6%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
American Indian or Alaska Native	54	60.2%	13.4%	26.4%
Asian	486	76.6%	15.4%	8.0%
Black or African American	1,278	75.1%	15.0%	9.9%
Native Hawaiian or Other Pacific Islander	26	68.5%	23.7%	7.8%
White	6,363	70.3%	16.2%	13.6%
Two or more races	342	65.5%	18.8%	15.7%

Environmental Protection Agency

Race Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
American Indian or Alaska Native	54	55.1%	20.3%	24.6%
Asian	482	65.6%	16.9%	17.5%
Black or African American	1,277	68.2%	13.5%	18.3%
Native Hawaiian or Other Pacific Islander	26	78.9%	4.3%	16.8%
White	6,365	71.6%	14.3%	14.0%
Two or more races	342	57.3%	18.1%	24.6%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
American Indian or Alaska Native	53	52.7%	24.6%	22.7%
Asian	485	66.6%	20.1%	13.4%
Black or African American	1,274	69.0%	17.2%	13.8%
Native Hawaiian or Other Pacific Islander	26	75.0%	17.1%	7.9%
White	6,373	59.0%	21.0%	20.0%
Two or more races	342	52.4%	27.3%	20.3%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
American Indian or Alaska Native	54	91.0%	1.5%	1.9%	5.5%
Asian	482	88.7%	1.8%	5.6%	3.9%
Black or African American	1,278	86.8%	4.8%	5.3%	3.0%
Native Hawaiian or Other Pacific Islander	26	83.9%	0.0%	12.9%	3.1%
White	6,355	91.6%	2.3%	2.8%	3.3%
Two or more races	341	89.0%	3.1%	4.4%	3.6%

Environmental Protection Agency Race Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
American Indian or Alaska Native	54	1.6%	47.1%	11.8%	14.0%
Asian	486	3.1%	51.0%	10.9%	15.0%
Black or African American	1,278	4.4%	52.6%	9.3%	13.6%
Native Hawaiian or Other Pacific Islander	26	3.4%	58.7%	19.2%	6.8%
White	6,383	3.4%	45.0%	13.4%	22.0%
Two or more races	342	2.3%	53.7%	8.9%	17.0%

(continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
American Indian or Alaska Native	54	4.7%	5.7%	4.9%	10.2%
Asian	486	1.9%	2.0%	1.9%	14.1%
Black or African American	1,278	2.7%	0.6%	5.4%	11.4%
Native Hawaiian or Other Pacific Islander	26	0.0%	0.0%	4.0%	7.8%
White	6,383	1.9%	0.8%	1.8%	11.7%
Two or more races	342	0.8%	3.1%	5.0%	9.2%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
American Indian or Alaska Native	54	49.4%	50.6%	0.0%
Asian	485	62.8%	34.8%	2.4%
Black or African American	1,270	68.1%	28.3%	3.6%
Native Hawaiian or Other Pacific Islander	26	49.1%	50.9%	0.0%
White	6,346	66.1%	32.0%	2.0%
Two or more races	342	64.7%	31.3%	4.0%

Environmental Protection Agency Race Comparison Report

Work/Life (continued)

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
American Indian or Alaska Native	53	31.0%	67.2%	1.8%
Asian	482	37.1%	59.6%	3.4%
Black or African American	1,266	39.9%	57.6%	2.6%
Native Hawaiian or Other Pacific Islander	26	32.4%	67.6%	0.0%
White	6,351	37.6%	58.8%	3.5%
Two or more races	341	38.5%	58.1%	3.4%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
American Indian or Alaska Native	54	11.7%	84.6%	3.7%
Asian	481	11.0%	84.8%	4.2%
Black or African American	1,263	20.7%	76.8%	2.5%
Native Hawaiian or Other Pacific Islander	26	14.6%	85.4%	0.0%
White	6,314	10.8%	87.5%	1.6%
Two or more races	339	11.4%	84.6%	4.1%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
American Indian or Alaska Native	54	1.7%	86.2%	12.1%
Asian	482	4.4%	83.5%	12.1%
Black or African American	1,260	4.3%	87.8%	7.9%
Native Hawaiian or Other Pacific Islander	26	0.0%	91.9%	8.1%
White	6,338	2.8%	85.4%	11.8%
Two or more races	343	1.7%	83.8%	14.5%

Environmental Protection Agency Race Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
American Indian or Alaska Native	54	0.0%	87.8%	12.2%
Asian	481	2.8%	84.9%	12.3%
Black or African American	1,263	4.8%	85.6%	9.6%
Native Hawaiian or Other Pacific Islander	26	4.3%	80.1%	15.6%
White	6,336	1.8%	86.0%	12.1%
Two or more races	340	1.5%	84.9%	13.7%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
American Indian or Alaska Native	41	95.0%	5.0%	0.0%	0
Asian	386	86.9%	9.5%	3.6%	3
Black or African American	1,013	89.8%	5.5%	4.7%	9
Native Hawaiian or Other Pacific Islander	23	91.4%	0.0%	8.6%	0
White	5,318	88.6%	7.1%	4.3%	32
Two or more races	280	82.1%	10.7%	7.1%	2

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
American Indian or Alaska Native	27	92.5%	7.5%	0.0%	0
Asian	299	93.4%	4.2%	2.4%	4
Black or African American	854	94.3%	4.5%	1.1%	9
Native Hawaiian or Other Pacific Islander	12	100.0%	0.0%	0.0%	0
White	4,183	94.5%	3.3%	2.1%	47
Two or more races	217	91.3%	7.2%	1.5%	4

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency Race Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
American Indian or Alaska Native	16	94.4%	5.6%	0.0%	1
Asian	175	84.2%	11.9%	3.9%	5
Black or African American	495	88.9%	9.6%	1.5%	26
Native Hawaiian or Other Pacific Islander	<10	--	--	--	--
White	2,353	86.6%	10.6%	2.7%	56
Two or more races	125	77.5%	19.1%	3.4%	8

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
American Indian or Alaska Native	<10	--	--	--	--
Asian	49	76.8%	23.2%	0.0%	9
Black or African American	248	83.9%	10.7%	5.4%	30
Native Hawaiian or Other Pacific Islander	<10	--	--	--	--
White	694	83.7%	11.7%	4.5%	76
Two or more races	38	71.7%	21.5%	6.8%	5

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
American Indian or Alaska Native	<10	--	--	--	--
Asian	17	71.3%	23.2%	5.5%	8
Black or African American	49	76.4%	20.8%	2.8%	29
Native Hawaiian or Other Pacific Islander	<10	--	--	--	--
White	175	73.7%	21.0%	5.3%	60
Two or more races	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency

Race Comparison Report

Work/Life (continued)

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
American Indian or Alaska Native	<10	--	--	--	--
Asian	11	58.9%	41.1%	0.0%	7
Black or African American	58	78.7%	21.3%	0.0%	23
Native Hawaiian or Other Pacific Islander	<10	--	--	--	--
White	119	69.1%	27.3%	3.6%	53
Two or more races	<10	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*